

<b>REASON FOR THIS POSITION</b>					<b>POSITION DESCRIPTION COVER SHEET</b>									
1. NEW		2. IDENTICAL ADDITION TO THE ESTABLISHED PD NUMBER		3. REPLACES PD NUMBER										
<b>RECOMMENDED</b>														
4. TITLE					5. PAY PLAN		6. SERIES		7. GRADE					
8. WORKING TITLE					9. INCUMBENT <i>(Optional)</i>									
<b>OFFICIAL</b>														
10. TITLE     Biological Science Technician, Biological Science Laboratory Technician, Agricultural Science Research Technician														
11. PP		12. SERIES		13. FUNC		14. GRADE		15. DATE		16. I/A		17. CLASSIFIER		
GS		404				08		MONTH/DAY/YEAR		YES     NO		MS		
								4/22/2002						
<b>18. ORGANIZATIONAL STRUCTURE (Agency/Bureau)</b>														
1 <sup>st</sup>								5th						
2nd								6th						
3rd								7th						
4th								8th						
<b>SUPERVISOR'S CERTIFICATION</b>														
I certify that this is an accurate statement of the major duties and responsibilities of the position and its organizational relationships and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds and that false or misleading statements may continue violations of such statute or their implementing regulations.														
19. Supervisor's Signature						20. Date			22. Second Level Supervisor's Signature				23. Date	
21. Supervisor's Name and Title								24. Second Level Supervisor's Name and Title						
<b>FACTOR EVALUATION SYSTEM</b>														
FACTOR		25. FLD/BMK		26. POINTS		FACTOR		25. FLD/BMK		26. POINTS				
1. Knowledge Required		FLD 1-5		750		6. Personal Contacts		2						
2. Supervisory Controls		FLD 2-3		275		7. Purpose of Contacts		B				75		
3. Guidelines		FLD 3-3		275		8. Physical Demands		FLD 8-2				20		
4. Complexity		FLD 4-3		150		9. Work Environment		FLD 9-2				20		
5. Scope and Effect		FLD 5-3		150		27. <b>TOTAL POINTS</b>					27.		1715	
Grade based on GS Position Classification Flysheet for Biological Science Technician Series GS- 404, and GLG for Aid & Technical Work in the Biological Sciences GS-400 (TS-111 dtd 12/91)								28. <b>GRADE</b>		28.		GS-8		
<b>CLASSIFICATION CERTIFICATION</b>														
I certify that this position has been classified as required by Title 5, US Code, in conformance with standards published by the OPM or, if no published standard applies directly, consistently with the most applicable published standards.														
29. Signature     /S/ MARILYN STETKA								30. Date     4/222002						
31. Name and Title:   Marilyn Stetka, Human Resources Specialist (Classification)														
32. Remarks: FLSA: N     Nonsensitive/low risk     FPL:     Standard Job #404-08								33. OPM CERTIFICATION NUMBER						

# MASTER RECORD/INDIVIDUAL POSITION DATA

THIS SIDE TO BE COMPLETED BY THE CLASSIFIER

## A. KEY DATA

1. FUNCTION (1)	2. DEPT. CD/AGCY-BUR-CD. (4)	3. SON (4)	4. MR. NO. (6)	5. GRADE (2)	6. IP NO. (8)
A/C/D/I/R				08	

## B. MASTER RECORD

1. PAY PLAN (2)	2. OCC.SER (4)	3. OCC FUNC. CD (2)	4. OFF. TITLE CD (5)	5. OFF. TITLE (38)
GS	0404		0033/ 0021/ 0001	BIOLCL SCI TECHNCN/ BIOLCL SCI LAB TECHNCN/ AGR L SCI RES TECHNCN
6. HQ.FLD.CD. (1)	7. SUP.CD. (1)	8. CLASS STD. CD. (1)	9. INTERDIS. CD. (1)	10. DT. CLASS (6)
1=HQ 2=FLD	8 1=Sup. SGEG 3=Mgr. SGEG 4=Sup. CSRA	X=New Std. Applied Blank=NA	N=NO Y=Interdis	MO DAY YEAR 04 22 2002
11. EARLY RET. CD. (1)	12. INACT/ACT (1)	13. DT. ABOL. (6)	14. DT.INACT/REACT (6)	15. AGCY. USE (10)
1=Primary 2=Secondary	3=Foreign Svc. Blank=NA	A I=Inactive A=Active	MO DAY YEAR	MO DAY YEAR
16. INTERDIS. SER. (40)				
(4)	(4)	(4)	(4)	(4)
17. INTERDIS. TITLE CD. (50)				
(5)	(5)	(5)	(5)	(5)

## C. INDIVIDUAL POSITION

1. FLSA CD. (1)	2. FIN. DIS. REQ. (1)	3. POS. SCHED. (1)	4. POS. SENS. (1)	5. COMP. LEV. (4)
N E=Exempt N=Nonexempt	0 N 0=None 1=CD 219 2=CD 220	3=SF 278 4=AD 392 5=SF 849	A=Sched A B=Sched B C=Sched C	0=Excepted but not A, B, C
6. WK. TITLE CD. (4)	7. WK TITLE (38)		1N N 0=Nonsensitive 1=Noncritical 2=Critical Sensitive	08
8. ORG. STR. CD. (18)	9. VAC. REV. CD. (1)			
1st 2nd 3rd 4th 5th 6th 7th 8th	0=Position Action No Vacancy A=No Change	B=Lower Grade C=Higher Grade	D=Different title and/or series E=New Position/New FTE	
10. TARGET GD. (2)	11. LANG. REQ. (2)	12. PROJ. DTY. IND. (1)	13. DUTY STATION (9)	14. BUS. CD. (4)
		Blank=N/A Y=Yes	State (2) City(4) County	MO DAY YEAR
15. DT. LST. AUDIT (6)	16. PAS. IND. (1)	17. DATE EST. (6)		
MO DAY YEAR	Blank=N/A 1=PAS	MO DAY YEAR	4 22 02	
18. GD. BASIS. IND. (1)	19. DT. REQ. REC. (6)	20. NTE. DT. (6)	21. POS. ST. BUD(1)	
N 1=Rev. when vacant 2=Impact of Person 3=Sup./SGEG	4=Sup./Program 5=RGE 6=Policy Analysis GEG	7=Equipment Devel. Guide 8=Agency Use 9=Agency Use ALPHAS = Agency Use	MO DAY YEAR	MO DAY YEAR
22. MAINT. REV./CLASS. ACT. CD.(2) (1st Digit = Activity and 2nd Digit = Results)				
Normal Act 1=Desk Audit 2=Sup. Audit 3=Paper Rev. 4=PME/Activity Rev.	Maintenance Review Act 5=Desk Audi 6=Sup. Audit 7=Paper Rev. 8=Panel Rev.	Results 1=No Action Req. 2=Minor PD Change 3=New PD Req. 4=Title Change	5=Series Change 6=Pos. Upgrade 7=Pos. Downgrade 8=New Pos.	9=Other
23. DT. EMP. ASGN. (6)	24. DT. ABOL. (6)	25. INACT/ACT (1)	26. DT. INACT/REACT (6)	27. ACCTG. STAT. (4)
MO DAY YEAR	MO DAY YEAR	A 1=Inact. 2=Act.	MO DAY YEAR	
28. INT. ASGN. SER. (4)	29. AGCY. USE (8)			
30. CLASSIFIER'S SIGNATURE	31. DATE			
32. REMARKS				
Standard Job #404-08				

FORM AD-332 (Revised 4/86)

**A. MAJOR DUTIES**

Typical, but not all-inclusive, duties are illustrated by performance of any combination of the following:

Actively participates in one or more phases of the research process by performing a variety of complex technical duties, in a laboratory, field, or greenhouse environment, common to the assigned area of work, and contributes ideas towards the planning and sequencing of the technical aspects of the research.

Adapts, modifies or develops new techniques and/or procedures to satisfy the needs of the research project.

Performs the full range of techniques and studies using a variety of specialized equipment.

Maintains, calibrates and modifies complex/specialized equipment and automated systems used for test and evaluation procedures.

Independently initiates action to resolve or correct technical difficulties and results, or recommends resolution to supervisor.

Searches for literature pertinent to area of research for new procedures or techniques to use in the laboratory, field, or greenhouse.

Collects, prepares, evaluates and verifies samples and supporting records. Maintains records and locates and compiles data and other information from various sources.

Keeps detailed records of experimental data. Tabulates, statistically analyzes and summarizes data using personal computers and software packages.

Maintains inventory of chemicals, stock solutions, etc., prepares solutions and reagents for use in the laboratory, field, or greenhouse, and safely disposes of waste material (both chemical and biological).

Keeps work-site in a neat and orderly manner.

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**Agricultural Science Research Technician**  
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**B. EVALUATION FACTORS**

**1. KNOWLEDGE REQUIRED BY THE POSITION (FLD 1-5: 750 pts)**

Extensive practical knowledge of the principles of biological science (e.g., plant pathology, plant physiology, entomology, biochemistry, microbiology, genetics, etc.) of the research being conducted , and ARS' policies and programs to lay out, schedule, organize, and execute the details of either: (1) a wide variety of types of limited operational projects; and/or (2) one-at-a-time (and often long range) multi-phased projects, at least some of which have nonstandard technical problems that must be coordinated with others.

Practical knowledge of the basic theories and practices of the scientific discipline(s) supported.

Ability to adapt, develop or improve techniques and procedures.

Thorough knowledge of the processes, methods, procedures and management practices necessary to perform a full range of complex duties in area of assignment.

Knowledge and understanding of the application of instrumentation used in analyses so that prescribed procedures can be modified to accommodate existing sampling and analytical conditions.

Skill to operate and maintain complex equipment systems common to the specific area of research which must be calibrated and synchronized to achieve desired results.

Ability to locate, organize and adapt information from published literature for use as guidelines for new procedures.

Skill in keeping exact and detailed records of data obtained from experiments.

Knowledge of the research project objectives sufficient to contribute ideas to the planning and sequencing of the technical aspects of experimental design and execution.

August 14, 1996

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Skill to recognize results that are unexpected, unusual or erroneous and to independently initiate action to overcome technical difficulties or refer for professional resolution or interpretation.

Skill to obtain, tabulate, statistically analyze, and summarize data by graphic or other means. Familiarity with electronic and microprocessor-based calculators and equipment, and with computerized data storage and manipulation. Skill in the use of personal computers and software packages in the data collection, analysis, and presentation processes.

Knowledge of safe laboratory procedures.

**2. SUPERVISORY CONTROLS** (FLD 2-3: 275 pts)

The supervisor or other designated authority initially provides direction on the priorities, objectives, and/or deadline for kinds of work previously performed by the unit and therefore covered by precedent. Assignments new to the organization or unusual assignments may be accompanied with a general background discussion, including advice on the location of reference material to use.

The technician identifies the work to be done to fulfill project requirements and objectives, plans and carries out the procedural and technical steps required, seeks assistance as needed, independently coordinates work efforts with outside parties, and characteristically submits only completed work. The technician seeks administrative direction or decision from higher authority on the course to follow when encountering significant technical or procedural problems with the work.

Review is usually in the form of an assessment as to how the technician resolved technical and related administrative problems encountered. Accuracy of the data produced, quality of observations made, and the sufficiency of steps employed in planning and executing the work assigned are customarily accepted without detailed review.

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**3. GUIDELINES**

(FLD 3-3: 275 pts)

Incumbent works with new requirements or applications for which only general guidelines are available or with assignments where the most applicable guides are limited to general functional statements and/or work samples which are not always directly related to the core problem of the assignments, have gaps in specificity, or are otherwise not completely applicable.

Incumbent exercises judgment independently in applying the guidelines or extending their applicability to situations not specifically covered.

**4. COMPLEXITY**

(FLD 4-3: 150 pts)

The work requires the performance of various technical duties which involve differing and unrelated processes and methods. A number of possible courses of action for planning and executing the work exists and the incumbent is given leeway or otherwise exercises discretion in choosing from among them.

Judgment is required to apply a wide range of conventional, established approaches, methods, techniques and solutions to new situations. The technician: identifies and recommends resolution of discrepancies in data based on a study of how the data interrelate; adjusts work methods to accommodate unusual conditions; and/or recommends or determines what data to use, record or report.

**5. SCOPE AND EFFECT**

(FLD 5-3: 150 pts)

The work involves applying conventional technical and administrative solutions and practices to a variety of problems. Incumbent is involved in almost all phases of the scientist's study and has responsibility for selected phases or conducts test applications of scientific and technical theories when the methods, techniques, and procedures are clearly outlined.

Work products directly affect the design and execution of experiments or the adequacy of such activities as long range work plans, field investigations, testing operations, or research conclusions.

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**6. PERSONAL CONTACTS**

(2b: 75 pts)

**7. PURPOSE OF CONTACTS**

Personal contacts are with employees in the agency, inside and outside of the immediate organizations, e.g., personnel from higher level organizational units, or, occasionally, resource individuals from State or local government units, or other Federal agencies.

The purpose of personal contacts is to: plan and coordinate work efforts; discuss technical requirements of equipment with manufacturers and resolve problems concerning the work or the peculiar needs of the organization; interpret data obtained and explain its purpose and significance; or reach agreement on operating problems such as recurring submission of inaccurate, untimely, incomplete or irrelevant data. The persons contacted are usually working toward a common goal and generally are reasonably cooperative.

**8. PHYSICAL DEMANDS**

(FLD 8-2: 20 pts)

The work requires some physical exertion, such as regular and recurring running, walking, or bending. In many situations the duration of the activity (such as most of a work day) contributes to the arduous nature of the job. In other situations, there may be special requirements for agility or dexterity such as exceptional hand/eye coordination.

**9. WORK ENVIRONMENT**

(FLD 9-2: 20 pts)

The work involves regular and recurring moderate risks or discomforts which require special safety precautions, e.g., working with contagious diseases or irritant chemicals or working outdoors. The employee is required to use protective clothing such as gowns, coats, boots, goggles, gloves.

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**C. OTHER CONSIDERATIONS (Check if applicable)**

- ☐ Supervisory Responsibilities (EEO Statement)
- ☐ Training Activities - Career Intern, Student Career Experience Program
- ☐ Motor Vehicle or Commercial Driver's License Required
- ☐ Pesticide Applicators License Required
- ☐ Safety/Radiological Safety Collateral Duties
- ☐ EEO Collateral Duties
- ☐ Drug Test Required
- ☐ Vaccine(s) Required
- ☐ Financial Disclosure Required
- ☐ Special Physical Requirements/Demands
- ☐ Other:

**TOTAL POINTS: 1715 points**  
**(GS-8 Range: 1605 - 1850 points)**